

University of Michigan- Committee on the Economic Status of the Faculty

Flint School of Management 2006-07

February 2007 Report on Instructional Faculty
Developed for the CESF by the SACUA Office Staff

Composition of the Faculty 2006-07

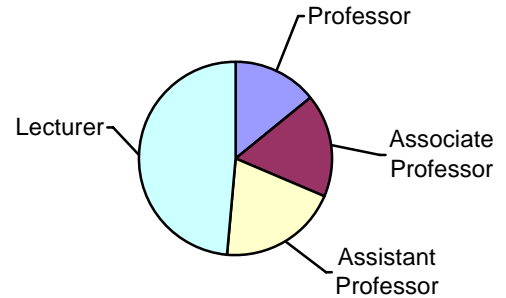
Total number of faculty all ranks: 35	Male	Female
	80%	20%

Gender by Rank

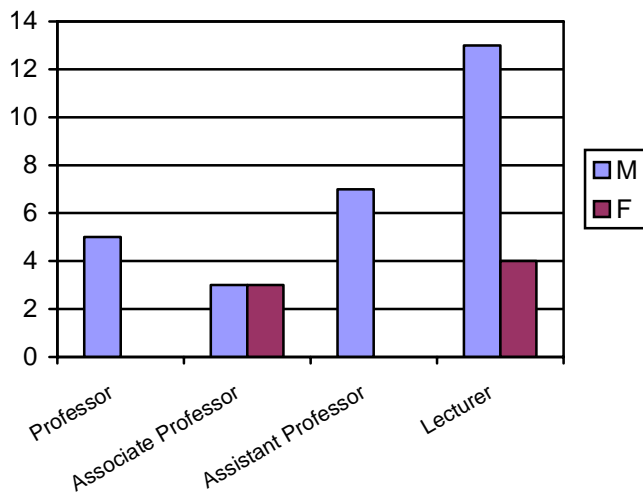
	Male	Female
Professor	100%	0%
Associate Professor	50%	50%
Assistant Professor	100%	0%
Lecturer	76%	24%

Please see page two for
Published Salary Rates by Rank

Faculty Composition



Faculty Gender Head Count by Rank



The charts are based on data provided by Human Resource Information Services.

The Committee on the Economic Status of the Faculty wishes to thank the central administration and the schools and colleges for their assistance in providing this information.

CESF hopes the data will be useful for the faculty and administration in each academic unit during the merit raise process.

In keeping with the guidelines established by the Provost's Faculty Compensation Guidelines Study Committee and the Deans the goal of this report is to increase the openness and transparency of the salary setting process.

Percentage by Faculty Category

Professor	14.3%	Assistant Professor	20.0%
Associate Professor	17.1%	Lecturer	48.6%

Mission Statement of CESF

The Committee on the Economic Status of the Faculty (CESF) was formed by the President in 1944 in order to report to the Board of Regents, the Senate Assembly, and the President on all matters concerning the economic status of the faculty. CESF investigates, analyzes, and monitors faculty salary, fringe benefits, extra payments and competitiveness with other universities. CESF strives to facilitate a more transparent compensation system throughout the university in order to assist in the recruitment and retention of faculty.

**University of Michigan
Flint School of Management
Published Salary Rates 2006-07 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor							
	University Yr	Male	5	\$109,907	\$108,039	\$106,337	\$117,845
	University Yr	Total	5	\$109,907	\$108,039	\$106,337	\$117,845
Associate Professor							
	University Yr	Male	3	\$94,357	\$95,127	\$86,684	\$101,260
	University Yr	Female	3	\$91,674	\$91,817	\$90,679	\$92,524
	University Yr	Total	6	\$93,015	\$92,171	\$86,684	\$101,260
Assistant Professor							
	University Yr	Male	7	\$89,706	\$88,438	\$85,500	\$96,485
	University Yr	Total	7	\$89,706	\$88,438	\$85,500	\$96,485
LEO Lecturer I							
	University Yr	Male	10	\$39,314	\$38,000	\$15,452	\$80,000
	University Yr	Female	2	\$36,952	\$36,952	\$36,000	\$37,904
	University Yr	Total	12	\$38,921	\$36,952	\$15,452	\$80,000
LEO Lecturer II							
	University Yr	Male	3	\$39,970	\$41,200	\$37,410	\$41,299
	University Yr	Female	1	\$39,634	\$39,634	\$39,634	\$39,634
	University Yr	Total	4	\$39,886	\$40,417	\$37,410	\$41,299
LEO Adjunct Lecturer							
	University Yr	Female	1	\$32,000	\$32,000	\$32,000	\$32,000
	University Yr	Total	1	\$32,000	\$32,000	\$32,000	\$32,000
TOTAL			35	\$68,405	\$85,500	\$15,452	\$117,845